Preparing to Teach Ethics within the Field Setting

Mary Eldredge & Leigh Robertson

July 26, 2018 • UM SSW Field Instructor Workshop
Introducing ...
Icebreaker/Small group

- Work together to assemble the puzzle before you
Ethics in Social Work: What & Why
What’s Your Dilemma?

Calvin and Hobbes
by Bill Watterson

I read this ethics book you got me. What did you think of it?

It really made me see things differently. It’s given me a lot to think about.

I’m glad you enjoyed it. It’s complicating my life. Don’t get me any more.
Evolution of Social Work Values & Ethics

• 1943: National Association of Schools of Social Administration advocated for development of professional values

• 1960: First edition of the NASW Code of Ethics issued

• 1967: First revision added in a non-discrimination principle

• 1979: Major revision, greatly expanding and organizing the Code into various responsibility sections as well as setting forth itself as the standard for everyday conduct of social workers

• 1990’s: Four revisions published to address fiscal ethics, social worker impairment, dual relationships, consent issues, etc.

• 2008: Edition that we have been operating under most currently. Expounded upon non-discrimination based on sexual orientation, gender identity and immigration status.

• 2017: Assembly Delegate voted in newest revision. Addresses technology in practice.
2017 NASW Code of Ethics

• About 40 changes (½ are new, ½ are edits) to the existing standards

• $5 per copy through NASW Press

Why in the Field?

Field Instruction is the *Signature Pedagogy* of Social Work Education

Opportunities to apply ethical standards to real-life situations

Supported management of conflict between personal beliefs and social work values
Values in the Field: Three Lenses

- Personal Values
- Professional Values & Ethics
- Organizational Mission & Policies
Essential Elements

Teaching Ethics in the Field

- Value-based profession
- Recognizing Ethical Dilemmas
- Ethical Decision-Making
- Risk Management
Models of Teaching

- **Pre-1970’s**
  - Teaching centered around the “Moral Purpose” of social work

- **Late 1970’s – early 1980’s**
  - Exploring ethical dilemmas and examining the clash between personal and professional values

- **Mid-80’s**
  - Connecting ethical concepts to dilemmas in a decision-making model approach

- **1990’s**
  - Expanded thinking to include ethics as a risk management tool

- **Now**
  - Comprehensive model of teaching
Risk Management

• Using an ethical basis to minimize your practice’s risk of harm to all stakeholders
• Frederic Reamer’s Ethics Audit Model
  • ID known risks and your risk level (No Risk to High Risk)
  • Make modifications as appropriate to your practice
  • Develop protocols for ethical dilemma resolution
  • Procedures in place to identify risk and to prevent complaints

Don’t FEAR the AUDIT
Ethical Dilemmas

• Definition
• The 3 Lenses
• Tools for Teaching
  • Stories from your experience
  • Current event discussions
  • Case studies
  • Supervision
  • Peer consultation
    • Some organizations have ethics grand rounds on a routine basis
Decision Making

- Identify the key ethical issues
- Identify who all will be impacted
- Identify possible actions along with risks and benefits
- Consider all theories, principles, and values at hand
- Obtain consultation
- Make a decision and document process
- Monitor, evaluate and document

Based on Reamer (2012)
Communities & Other Considerations

- Duality of Relationships
- Boundary Challenges
- Confidentiality Complications
- Cultural responsiveness
- Isolation
- Organizational Mission
- Management of disclosure
- Working with families
Your Dilemma, Your Student

Identify the key ethical issues
Identify who all will be impacted
Identify possible actions along with risks and benefits
Consider all theories, principles, and values at hand
Obtain consultation
Make a decision and document process
Monitor, evaluate and document
References


References Cont.


